CNATT
Council of Advisors
TCMB

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8 April 2004

CNATT COA Agenda

1400 **Welcome & Opening Comments CAPT Carl Mock USN**

1415 **Agenda**

Process Improvement

- FTSR Update
- A & C School alignment
  - Come Back Quota BRT
  - 100% enroute training
- ATT (ECC&R)
- Combining Initial & Career Training
- Single Site Training (Future & Sundown Programs)
- Eliminate GenDets
- NEC Re-utilization
- JTA/Certs & Quals Update
- HPRR

Future Technology

- AMTCS/ILE
- PDAs for ATT

Training Alignment

- FASO
- NAVRIIP/Air*Speed*

1515 **Open Forum**

- - - - **NATSAG Action Items?**

IT'S NOT MY
JOB!!!

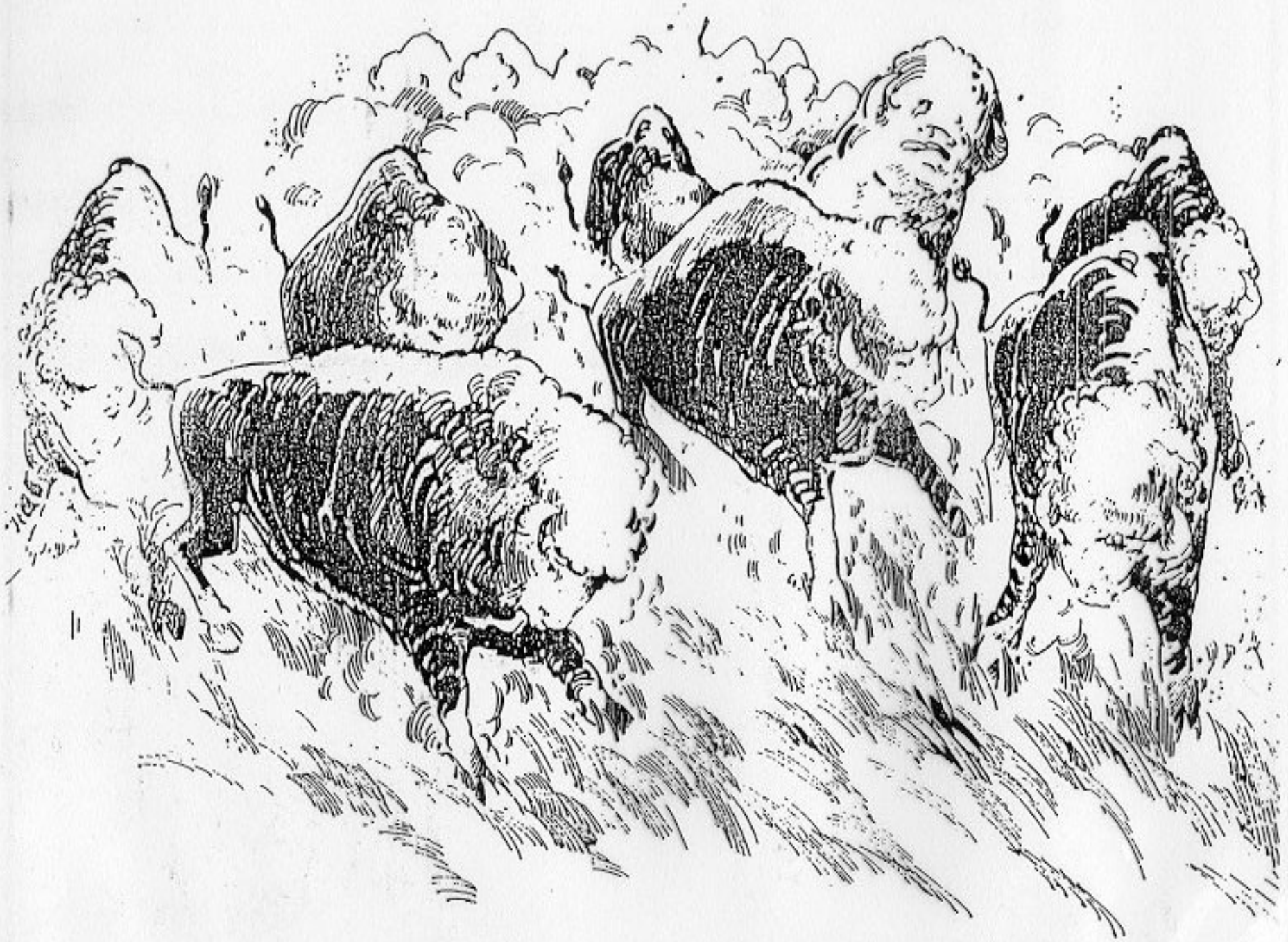


FIGURE 3

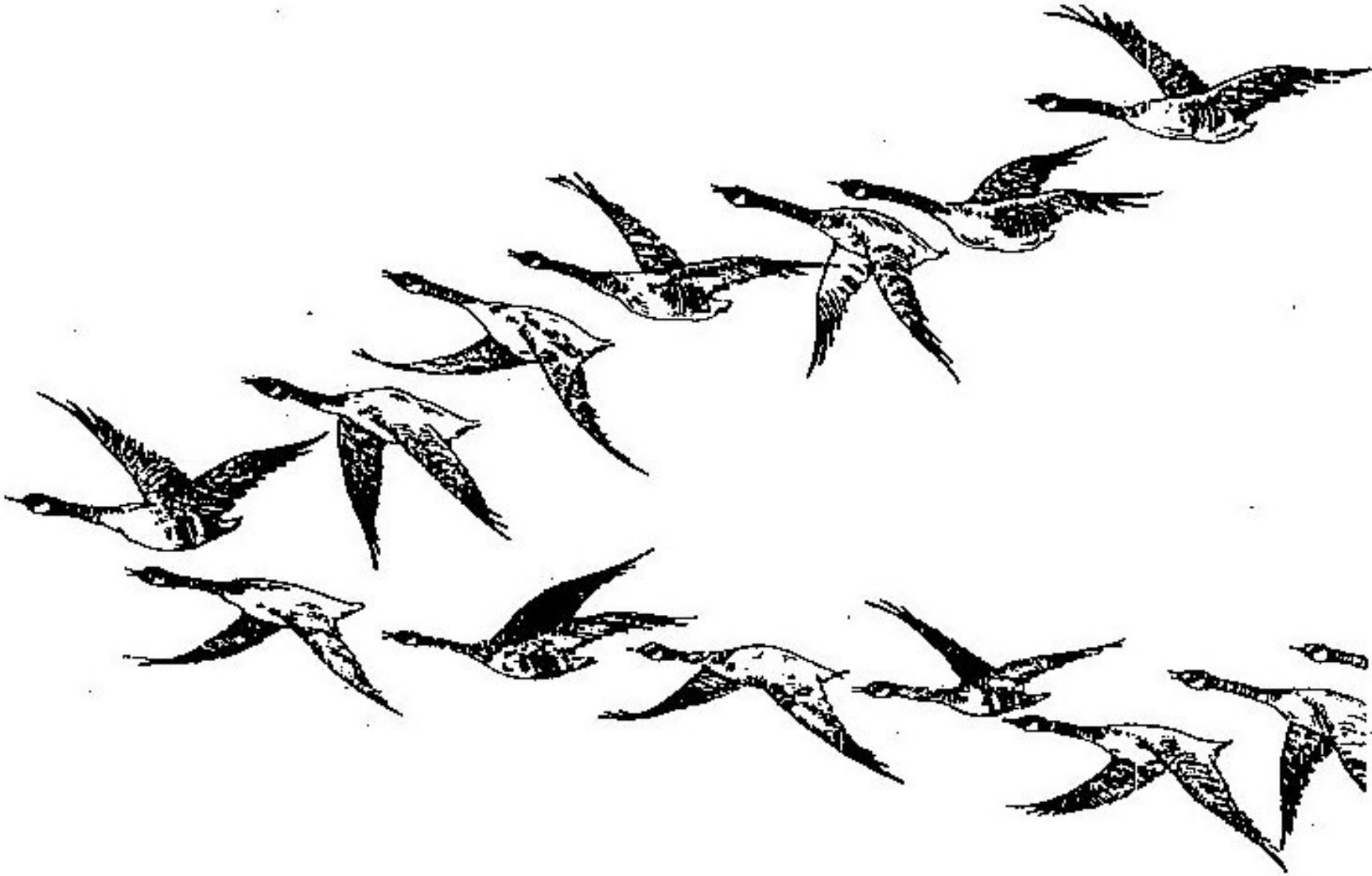


FIGURE 2

FIGURE 5.

TCMB / COA NATSAG

Mission:

To provide recommendations which ensure Sailors and Marines receive the right training at the right time as required by the Training Continuum, in support of the total force concept to sustain operation readiness and safety in the 21st century.

Training Continuum Management Board (TCMB)

CNATT (01)
CNO N00T, **N782B**
NPC N132D, N404C
CNAL N422F
CNAP N422F
TECOM ATB (C473)
CNAFR N721
NAVAIR PMA205
NATTC N00
CNATTU N00
FASO (00)
NATEC (00)

VTC quarterly & F2F Semi-Annually

Council of Advisors (COA)

CNATT (00)
CNO **N782B**
NAVAIR (PMA 205)
CMC (ASL-3)
CNO (N132)

CNAL (N422)
CNAF (N422)
NAVAIR 3.0
TECOM (C462)
N00T3

Naval Aviation Training Strategic Advisory Group (NATSAG)

CNO (N78) Chairperson
Standing Committee Co-Chairpersons:
Air Crew - OPNAV (**N782B**) / CNAF (N4)
Naval Aviation Technical Training – OPNAV (**N782B**) / CNATT (00)

COA 8 Apr 04

NATSAG 27 Apr 04

Center for Naval Aviation Technical Training (CNATT) Overview

People

- Center/Domain Staff 3461
- AOB 7599
  - USN 5097
  - USMC 2467
  - Other 35
    (All Services + International)
    (+300 AF not in USN Sys)
- "A" & "C" School students: ~ 51,000
- FY 04 student seats 128,775

Curriculum

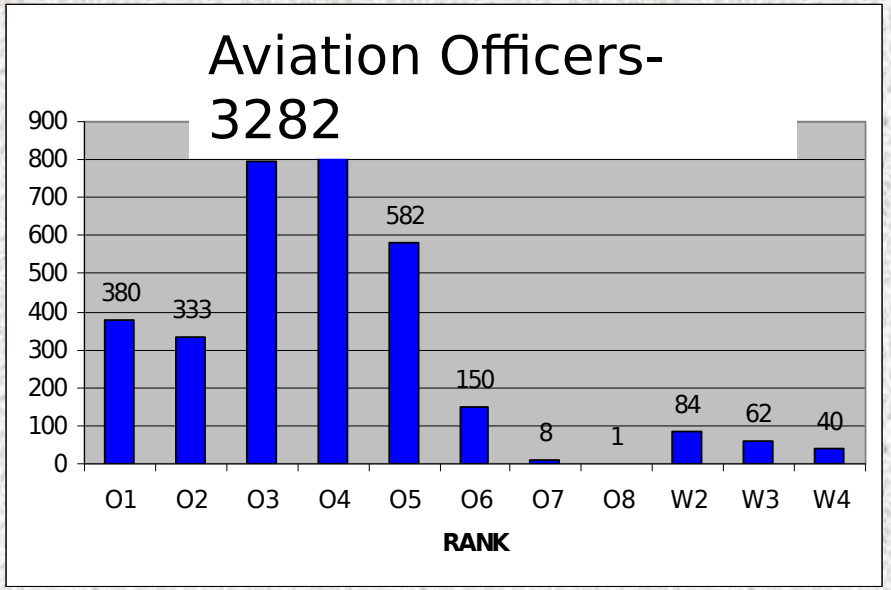
Courses
- CINs: 682
- CDPs: 1046
- NECs: 175
- MOSs: 88

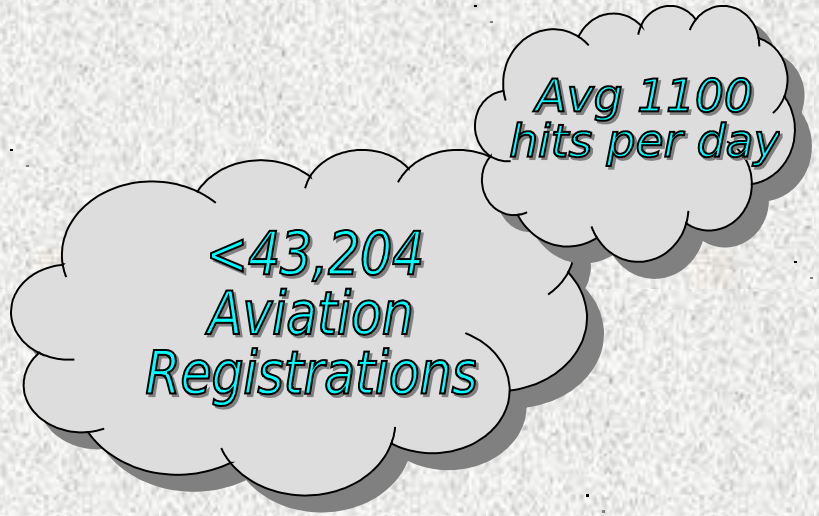
- Sites (USN/USMC): ~ 20
- Yellow Gear/TTE: > 39,447 items (> $1.3B)
- Electronic Classrooms: > 531 (> $44M)

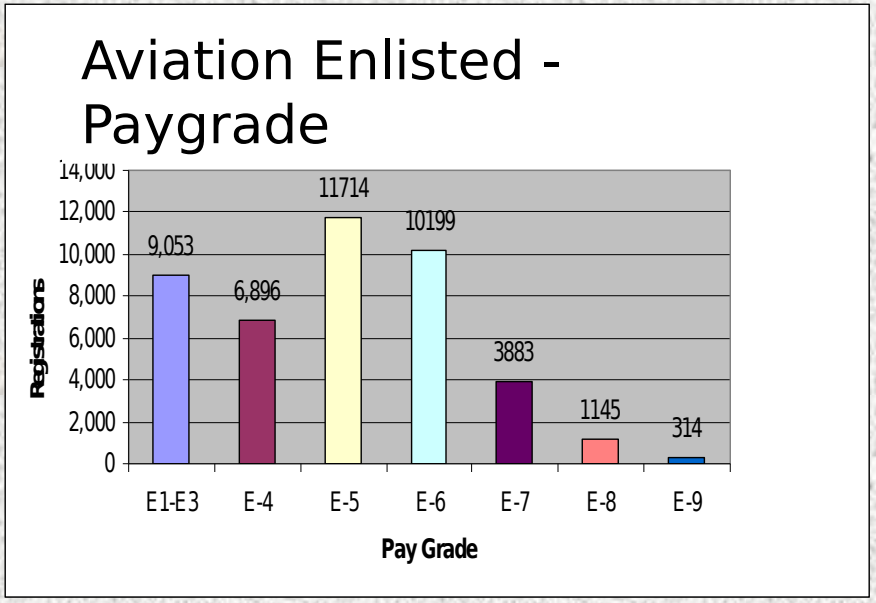
Budget

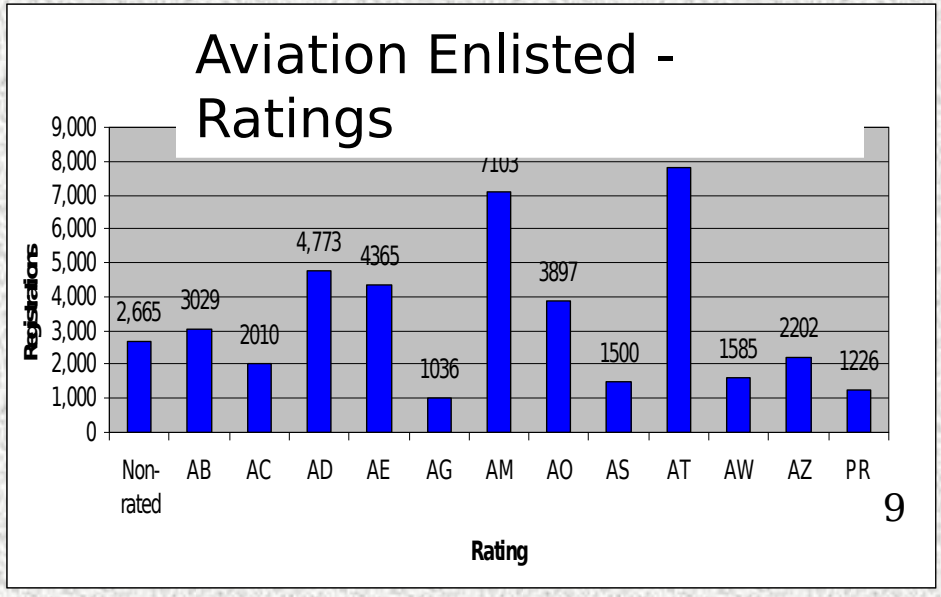
~ $25 Million

NKO – Aviation Community Users









Fleet To Street Revolution (FTSR)

- ✓ Millington, 9-12 March 2004
  - Vision
  - Barriers
  - Measurements
  - “Pilot courses” – F/A18A-D AME, E-6 AE
- ✓ 100% Trained Manpower BRT Update

Entitled FTSR Vision

FTSR is a ***seamless process with a "single" owner*** who is responsible and accountable for impacts and cost factors. The process is ***Sea Warrior focused***, ***providing trained manpower based upon Fleet*** (CFFC via CNAF) driven quality standards for competencies (NEC/KSAT) for both existing systems and new acquisitions.

The number of the trainees is defined by Fleet need for competencies adjusted for attrition throughout the process. The number and time elements are defined by the Fleet based upon rotation, end of enlistment, promotion, etc. The number and timing are captured in an IPP starting with the Fleet need as the basis of a pull system.

The process uses the IPP and Fleet requirement to ***establish a "should cost" for training*** and identifies gaps from funding shortfalls.

Process metrics are linked across the Enterprise to

FTSR Barriers Identified

A. No signal between changes in 'A' School that requires changes in 'C' School (3)
B. CNATT not notified of changes made to quotas in the system (5)
C. Lack of funding to move people (2)
D. No seats available at 'C' School Un-resourced training requirements (7)
E. JTR travel dollars restriction (15)
F. 'A' school & 'C' pre-load sizes undefined (All pre-loads need definition) (8)
G. Schools resourced for "level loading" but must execute to accommodate 'recruit surge (13)
H. Lack of "NEC" re-utilization (4)
I. Lack of entitlement in travel time or lack of definition of "timeout of school" time (11)
J. No alignment of 'A' and 'C' schools (1)
K. Lack of early identification of billet position (to be ordered to fill) or platform (to which to be assigned) (6)
L. No single process owner (9)
M. Orders process and match with current needs (10)
N. Reclassification authority (12)
O. Recruiting lead time (14)

Indicates high impact AND high difficulty to remove

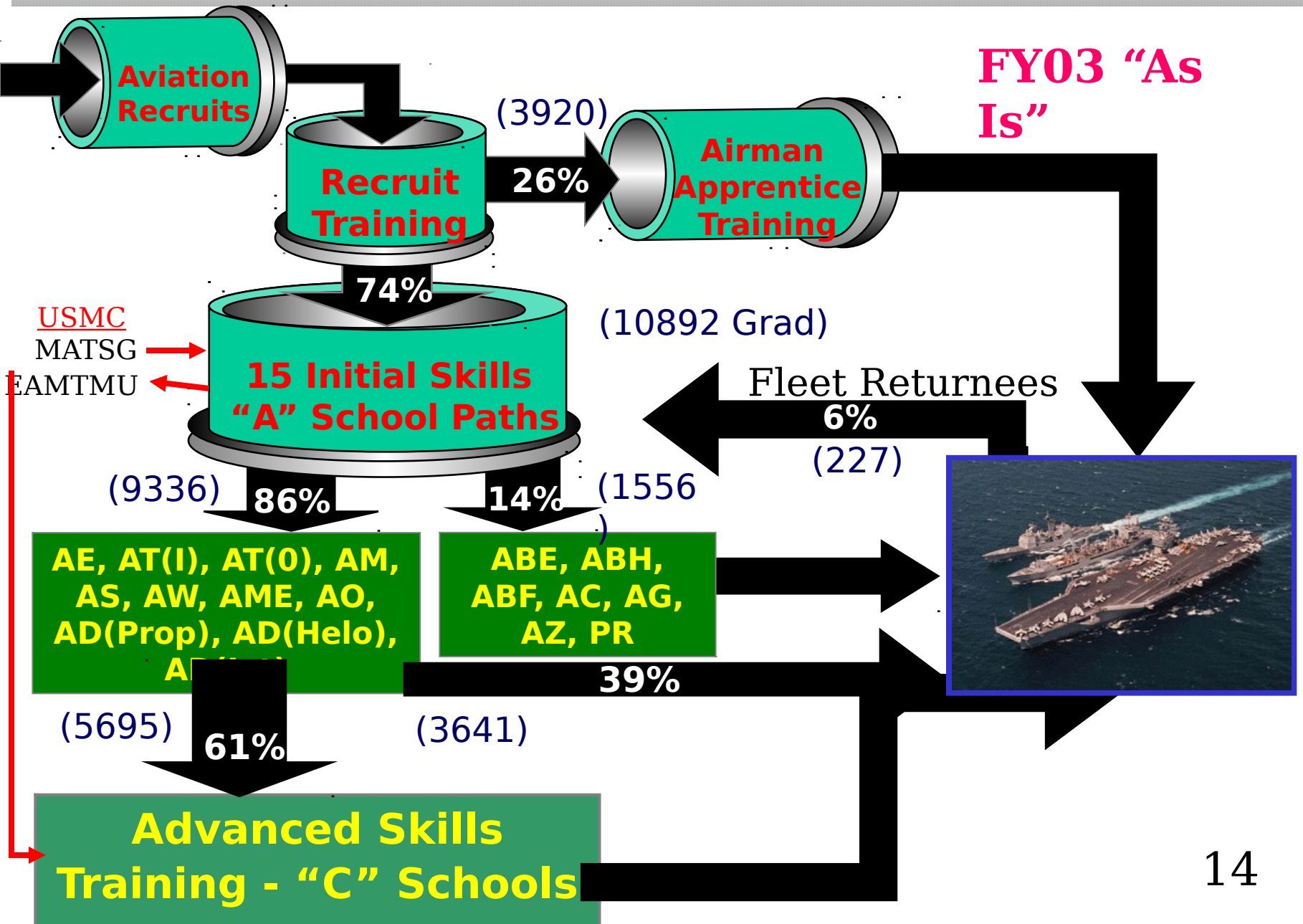
(#) is relative ranking of all barriers

What to Measure?

- ✓ % of trained manpower to fleet (Today's measure)
- → ✓ Cycle time
- → ✓ % of 'trained manpower in fleet vs entitlement
- → ✓ Seat utilization against original plan and dynamic quota
- ✓ SCAT (Service Category)
- ✓ Reclassification rate
- → ✓ Pre Load
  - Awaiting Instruction
  - Awaiting Transfer
- ✓ Work In Process (WIP)
- → ✓ Attrition
- → ✓ Cost
- ✓ Instructors authorized vs instructors on board
- ✓ Facility utilization
- → ✓ First pass yield

→ Key Metrics

Enlisted Aviation Training Process



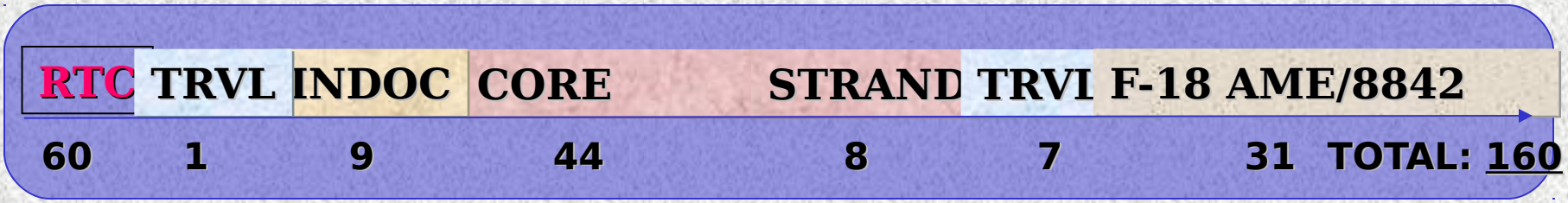
F/A18A-D AME

24% (6,400 student days) IA SAVINGS

NATTC throughput: 412 (354 USN + 58 USMC)

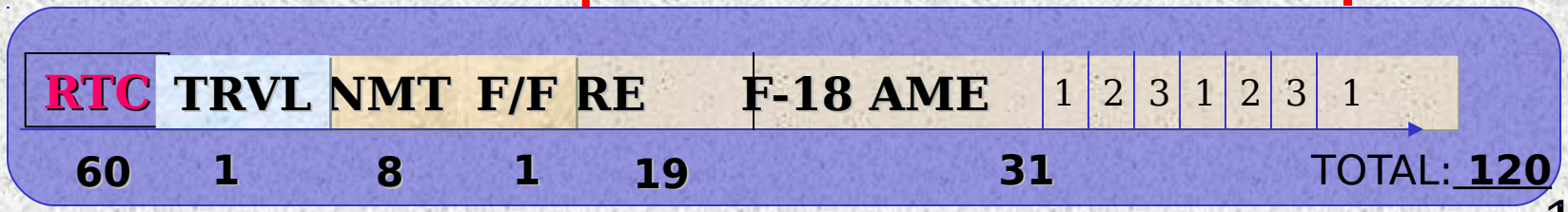
F/A18 AME(Oceana/Lemoore): 160 = 38%

"AS IS"



Courses under revision

"TO BE"



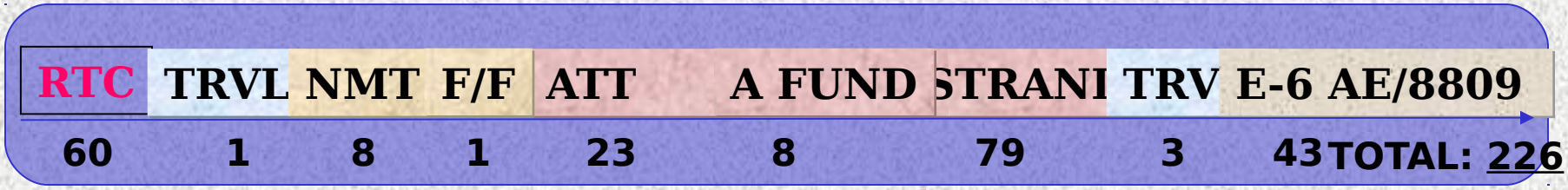
E-6 AE

31% (2,480 student days) IA SAVINGS

NATTC AE throughput: 1460
E-6 AE (Tinker AFB) throughput: 31 = 2%

"AS IS"

"INTERIM"



Courses under revisio

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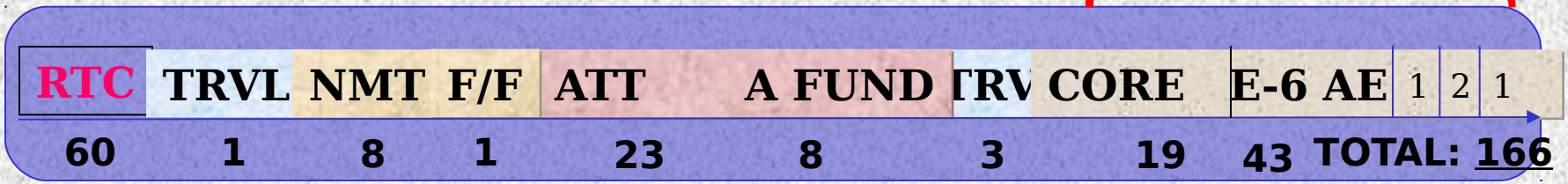
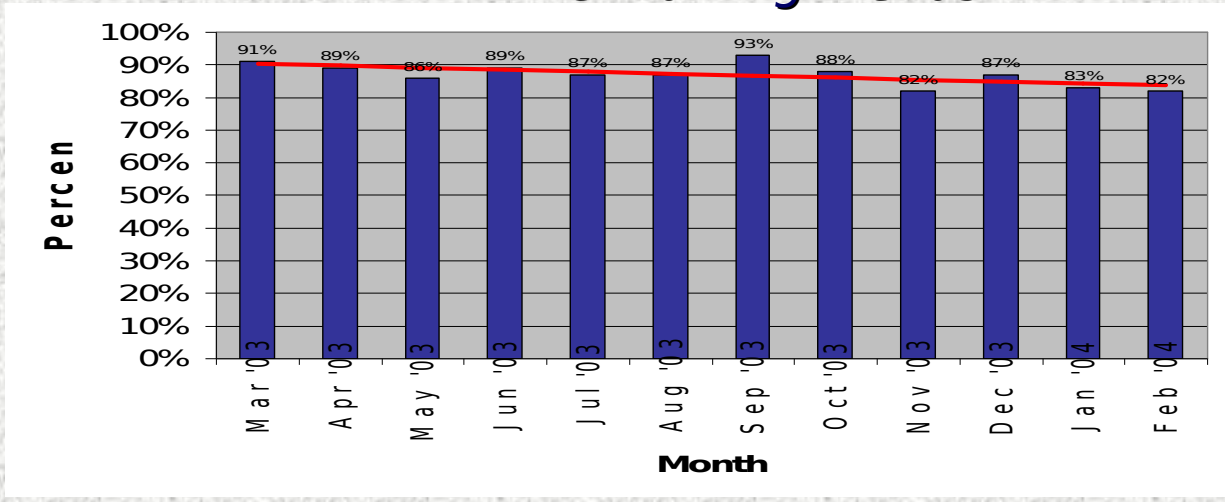


100% Trained Manpower
Barrier Removal Team (BRT)

- ✓ BRT established/met 11 MAR 04 in Millington
  Chartered to "Make changes to ensure that 100% of those arriving at Fleet units hold the NEC for the DNEC billet to which they are assigned"
- ✓ CNATT Lead, members include: NETC, CNAF, TYCOM, OPNAV, NPC, QMO, and NAVMAC. Thomas Group assisting.
- ✓ Reviewed and identified barriers within the following processes:
  - Initial and Career "C" School seat planning
  - Adjustments to "C" School scheduling
  - QMO changes to "A" School scheduling
  - CNATT Units/Dets/Sites responding to emergent requirements
- ✓ Current "substitute process" in place; no untrained Sailors will be sent to the Fleet (DNEC)
- ✓ Teleconferences continue every two weeks until

CFT-2 MPT Working Group

ALNAV Reporting Personnel
DNEC Training Trends



- **Untrained gains…not where we need to be**
  - Training pipeline…short term attack
    - Pers 4 and CNATT working by name to insure en route training is available
      - February…37 of 60 untrained gains received seats * 19 Additional ID'ed
  - 9-12 March kick-off of BRT to eliminate untrained gains…CNATT lead
    - Process mapping complete
    - Gaining understanding of each player's role in the process
    - Next step: identify/attack Stovepipes…legacy systems/processes that drive undesired behavior
- **Trained personnel on board**
  - EPMAC / BUPERS "TMS a Month" EDVR DNEC review
    - VFA-LANT reviewed in March…resulted in 211 more DNEC

Apprentice Technical Training (ATT)(Includes EEC&R)

- ✓ ATT Pensacola site includes:
  - Aviation ratings - AT, AE, AO, AS
  - Cryptology ratings - CTT and CTM
- ✓ USMC students attending AO and AS
- ✓ As of 5 Apr. . .475 plus students have graduated
- ✓ First 13 weeks of ATT… AE and AT show a saving of 12.4 student years
- ✓ AS(A1) working 2nd shift to accommodate legacy and ATT students
- ✓ Equipment status – Great Lakes provided test equipment for 5 classrooms (short 3 classrooms of NIDA card accessories)
- ✓ A 5th classroom (60 seats with double shift) opened 5 Apr

ATT Metrics

ATI-Strand*

	ATT Students	Last Six Mons
Avg Grade	**80.94**	**84.60**

***Two ATT transistor lessons have been added to improve student performance in Strands**

ATO-Strand*

	ATT Students	Last Six Mons
Avg Grade	**80.95**	**83.67**

Projected ROI for AT, AE, AO, & AS is 350 man-years annually

AE-Strand*

	ATT Students	Last Six Mons
Avg Grade	**88.97**	**87.11**

"Appreciate ability to move at my own pace"

"Love the 1200 to 1800 training day'

"Like the open study opportunities (classroom open 0700 – 2100)

"Appreciate the Laptop, PDA, and CDROM accessibility"

Combining Initial & Career Training

- ✓ Potential Pilot Leads
  - EP3
  - P3
  - H60
- ✓ Combine CASS Operator & Maintainer
- ✓ USMC SOP

Single Site Training
Future & Sundown Programs

- ✓ **Sundown Programs**
  - F-14 / S-3 / H-46D / H-3 / H-53D . . .
- ✓ **Current/Future Programs**
  - F/A-18E/F; V-22; H-60S/R; JSF; E/A-18G; MMA
  - H-53X, ACS, H -1Y/Z
- ✓ **Single Site Training Possibilities**
  - E-2 in Norva; S-3 Jaxs
  - H-60 Jaxs/Mypt (Norfolk/San Diego no change)

Single Site Training

- ✓ Combine 5 outlying AS “C” Schools and NATTC AS “A” into one AS training continuum
  - AS equipment common to all ships and air stations
  - ROI in reductions in redundancy, instructors, TTE, and infrastructure
- ✓ Combine outlying PR Schools and NATTC PR Schools into one PR training continuum, single site at NATTC
  - ROI in reductions in redundancy, instructors, TTE, and infrastructure

Eliminate Gendets

- ✓ FY05 Nitras projects 5700 AV GENDETS
- ✓ Statistically 25% of AV GENDETS (1425) do not qualify for a Aviation “A” School
- ✓ Estimate 4275 eligible for “A” School
- ✓ NATTC staff and infrastructure can absorb additional 2000 into “A” schools (AB, AO, AS, AM, AD) with no additional resources
- ✓ Could begin phased approach at NATTC filling vacant seats as available
- ✓ Issues:
  - N00T funding for additional “A” seats
  - CREO group impact/Fleet rating requirements
  - Classification- who classifies/writes orders?
  - Projected instructor cuts impact capacity-contractors??
  - IA account increases 4-6 weeks per student
  - Train AV GENDETS not eligible for “A” School?

NEC Re-utilization

- ✓ FY 03 approximately 31% of initial classes filled w/individuals being retrained (other than F-18 E/F)
  - Increases resource reqmnts
  - Reduces seat availability for new accessions
  - Degrades acft-tm skill continuum
  - Mis-match skill<>paygrade
    - ➢ Leadership
    - ➢ Quality Assurance

JTA Update

RATING	Phase I Initial Refresh	SkillsNET Data Entry/ Linkages	LMS Mapping	Live 5VM	Level II Data/Survey	Status
Timeline	(Phase I)			Mar04	FY04	
AZ					April	Live
AS					April	Live
AG	Mar-May04				April-May	Live
ABE/F/H					April-May	Data loaded, Has display problems
AD					April-June	Live
AW					April-June	Data loaded, Has display problems
AM					April-June	Job Codes problem
AO					April-June	Data loaded, Has display problems
AC					April	Live on 29 APR
AME					April-June	Live
PR					April-June	Live
AT					April-June	Data loaded, Has display problems
AE					April-June	Data loaded, Has display problems
Aircrew			No 5VM			Staffing at Community Manager

Certs / Quals

- ✓ **Certs and Quals**
  - Navy & Marine Corps Airframe & Powerplant (A & P) Program on-line Aug ’03 (NMCAPP)
    - 96 Sailors and 6 Marines enrolled as of 19 Mar ’04
    - Some members ready for testing in Jun ’04
    - Testing funded by N00T, not released to CNATT
    - Legal issues are barrier to moving forward
- ✓ **Recommendations**
  - Resolve legal issues
  - NAMP
    - Make changes to allow technicians with A&P license to be employed as A&P mechanics
      - This will result in a reduction of required personnel
      - Accomplish more work with less people

Human Performance Requirements Review (HPPR)

- ✓ HPRR process put on hold during initial stages of Training Revolution (CY-03)
- ✓ HPRR revised:
  - Single Working committee of Fleet and Training SME's, with CNATT and HP facilitating review and validation of requirements, and
  - Combines old Advisory and Policy committees into single executive committee, which approves working committee's recommendations electronically
- ✓ Completed HPRR in Mar '04, AMO Courses
  - New streamlined process well received by Fleet
- ✓ HPC has lead to institutionalize process; working group meeting in Pensacola 27 Apr 04
- ✓ Next HPRR is AW Rating 12 - 16 April includes NACCS & RSS curriculum

HPRR Schedule

➢ AMO School	2 - 3 MAR	NAS Oceana
➢ UAV (postponed)	30 - 31 MAR	NAS Whiting
➢ AW/Aircrew NACCS/RSS	12 - 16 APR	NAS Pensacola
➢ Calibration	4 - 6 MAY	Keesler AFB
➢ CASS	25 - 27 MAY	MCAS Miramar
➢ P-3	9 - 11 JUN	TBD

AMTCS/ILE

- ✓Should AMTCS be replaced by ILE?
- ✓Will ILE have same capabilities? (Will ILE absorb AMTCS?)
- ✓Key AMTCS capabilities are:
  - ➢Electronic testing at school houses and Fleet units (testing for cert and quals)
  - ➢Electronic tracking and completions of certs and quals at the Fleet units
  - ➢Electronic/automatic capture of OJT through Naval Aviation Logistics Command Management Information System (NALCOMIS) interaction.

PDAs for ATT

- ✓ 4000 PDA's were purchased for ATT students (1500 Aviation)
  - Prototype to validate PDA value (completes Mar 05)
- ✓ PDAs not used in A School testing
- ✓ Unanswered questions

FASO Update - FASOTRAGRU's

FACILITIES

- Unit West: 1 (North Island)
- Dets West: 4 (Lemoore, Atsugi, Whidbey, Kaneohe Bay)
- Sites West: 2 (Miramar, RTS Warner Springs)
- Unit East: 1 (Norfolk)
- Dets East: 3 (Brunswick, Cherry Point, Jacksonville, Fl)
- Sites East: 3 (Redington Training Facility, Oceana, Mayport)

BUDGET (FQ) + TAD

	West	East	TTL
HQ and Trng Support	1.4M	2.9M	4.3M
Maint & A/C Trng	1.3M	1.8M	3.1M
SERE	.5M	1.2M	1.7M
Services	1.0M	1.4M	2.4M
Total	4.2M	7.3M	11.5M

PEOPLE

	West	East	Total
▪ Staff	264	275	539
• USN	181	134	315
• USMC	19	21	40
• Civilian	64	120	184

Organizational Concept

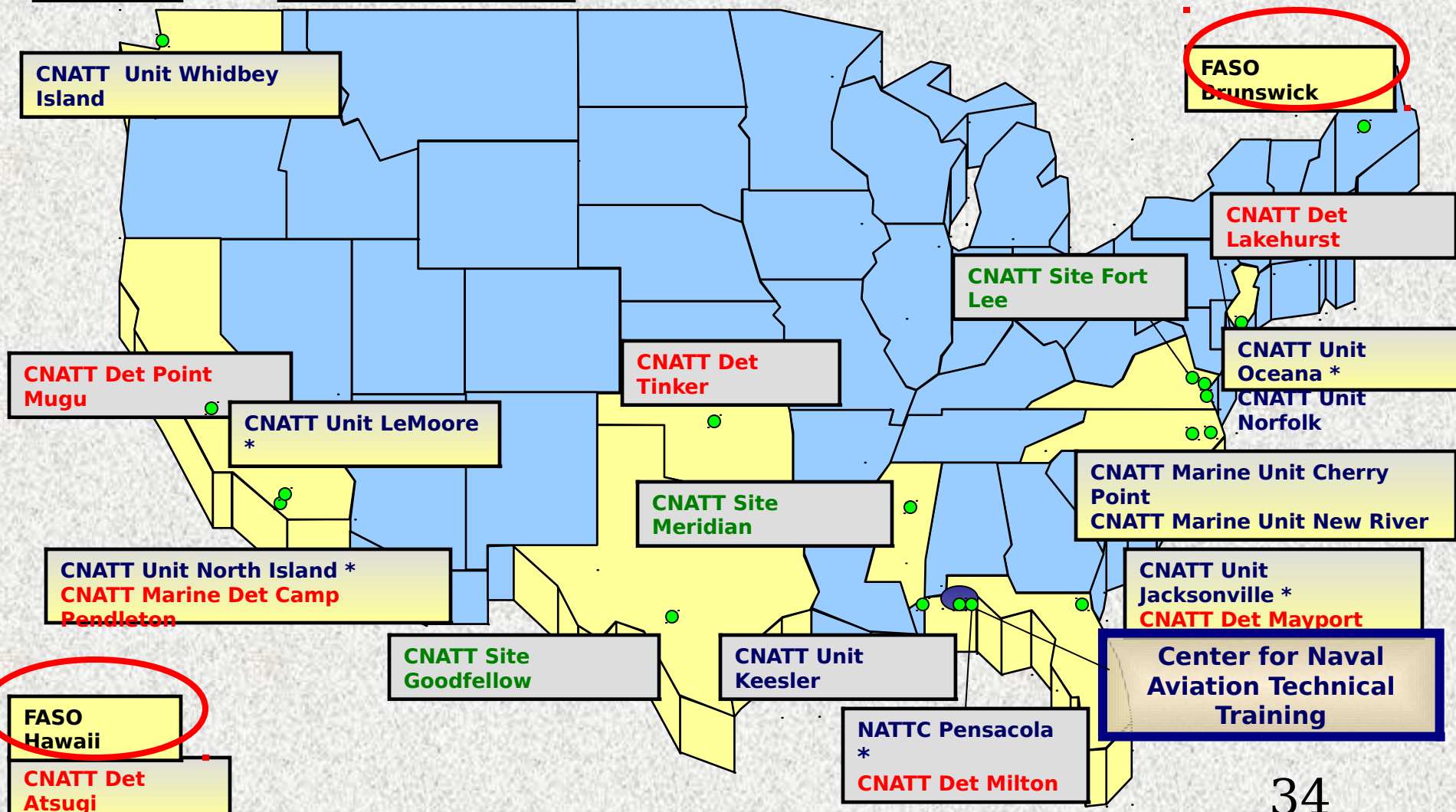
- ✓ Current FASOPAC assumes SERE/Code of Conduct and reports to CNATRA
- ✓ Align AVEWS (VAQ and VQ) and VQ WTU training with VAQ / VQ Wing
- ✓ Current FASOLANT assumes AMAMT, AVORD and USW courses and reports to CNATT
- ✓ FASOLANT will coordinate both East and West coast 'FASO' individual training during transition
- ✓ FASO Det's will report to lead coast director
- ✓ Cost savings realized by reduction of current OIC's from CDR/LCDR to LT/CWO billets and 20% FO divestiture of current budget

Center for Naval Aviation Technical Learning Sites

10 CO's. . . 7 OinC's. . . 3 Lead In

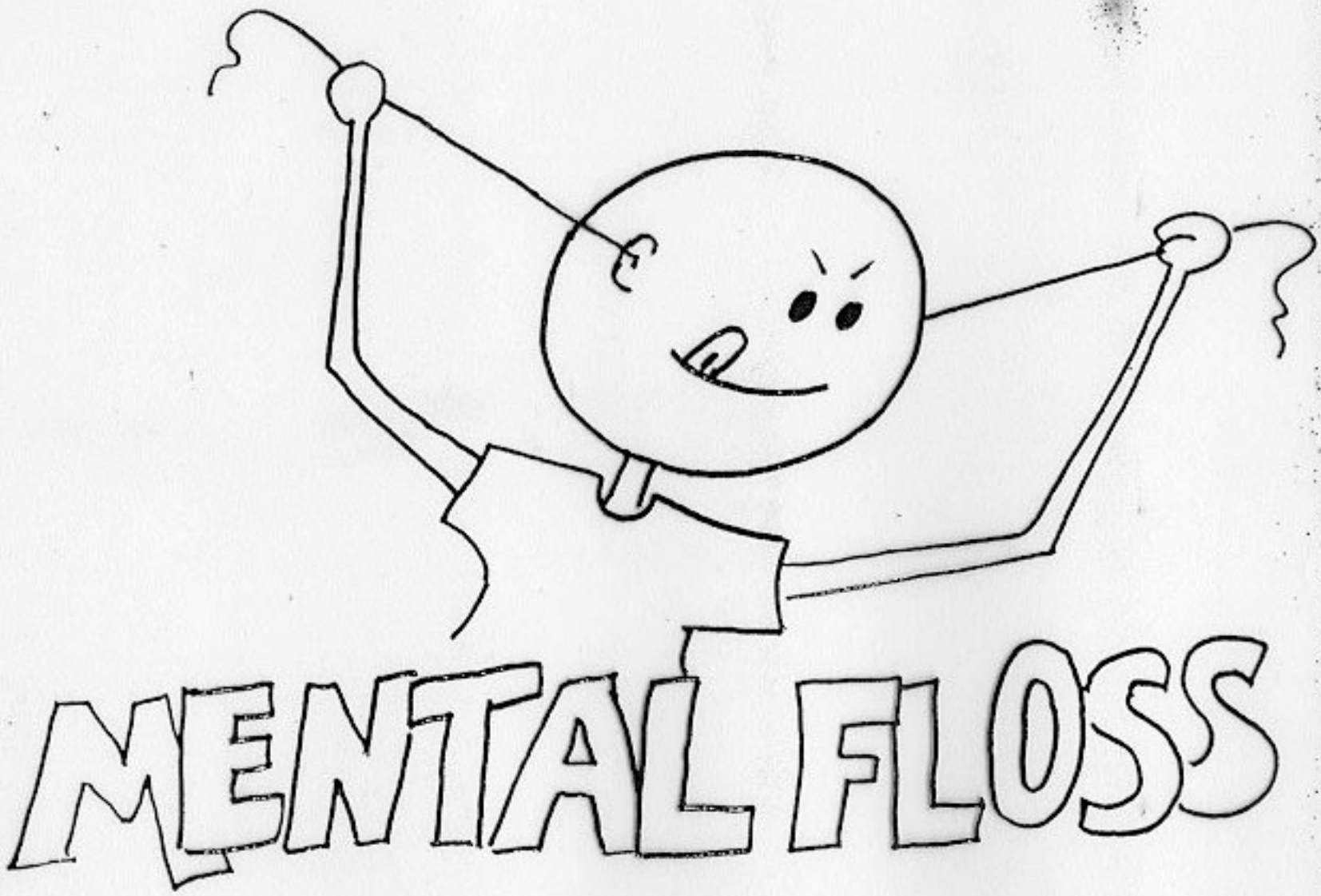
Blue is CO Red is OIC Green is Lead Instruct

*** Denotes Lead Learning Site**



NAVRIIP/AirSpeed

- ✓ Incorporated 4 hour curriculum into AMO
- ✓ Institutionalize 8 hour curriculum
  - AMO
  - JASMMM
  - SEAM I
- ✓ Institutionalize 32 hour curriculum
  - SEAM II
  - Make available to USMC at Pendleton & Cherry Pt.


MENTAL FLOSS

NATSAG Action Items